

***PLEDGE TO RACIAL AND ETHNIC DIVERSITY
FOR UTAH'S LEGAL EMPLOYERS***

I. In an effort to pursue full and equal opportunity and participation for all attorneys, including attorneys of color, each participant pledges to:

- A. Recruit qualified applicants of color;¹
- B. Provide attorneys of color equal access and opportunity for training, mentoring, guidance, evaluation, and opportunities to grow and succeed;
- C. Provide attorneys of color equal opportunity to participate fully in administrative, professional, social, and marketing activities;
- D. Invite to partnership or shareholder status attorneys of color who meet the requisite criteria; and
- E. Adopt a policy against discrimination at any level within the firm.

II. To increase the number of offers of employment extended to law students and attorneys of color by taking the following steps whenever possible:

- A. Increase the pool of applicants of color who will meet the hiring criteria by:
 - 1. identifying and recruiting students of color through law school placement administrators, faculty members, present or former summer clerks, organizations of law students, job fairs, local receptions for law students of color, and other organized law student activities;
 - 2. identifying and recruiting attorneys of color as lateral hires through referrals of law school placement administrators, faculty and/or other practicing partners, local specialty bar associations, or other resources.
- B. Include, when possible, attorneys of color on committees that have responsibility for the recruitment, hiring, training, evaluation, and advancement of attorneys; and
- C. Communicate to each attorney and staff member the firm's commitment to achieving the objectives stated herein, as well as the firm's intolerance for discrimination within the workplace.

¹ Attorneys of color include Hispanic, Asian American, African American, Native American and/or Pacific Islanders.

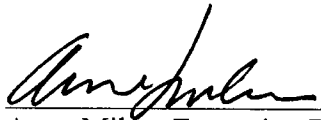
III. To increase retention and promotion rates for attorneys of color by taking the following steps whenever possible:

- A. Assist each newly hired attorney (regardless of race, ethnicity or level) in learning the firm's culture, history, practices, and procedures;
- B. Help ensure that all attorneys, including attorneys of color are afforded, on a consistent basis, opportunities equivalent to those provided to all other attorneys in the quality and quantity of legal work assignments as necessary to develop skills and acquire experience for success and advancement.

SIGNATORIES

The undersigned Signatory has signed this Utah Pledge to Diversity this 31 day of October, 2003, to evidence their commitment to its goals and to the steps to meet those goals which are set forth herein.

UTAH LEGAL SERVICES, INC.



Anne Milne, Executive Director